

Person Specification

Post Title	Assistant Headteacher	Grade / Pay Scale: L6-L10 inner London	Depending on experience.
Section, Division	Education: Mayesbrook Park School (Alt Provision)	Date of Person Specification	Dec 2025

Attributes	Minimum Criteria	Method of Assessment	Desirable Criteria	Method of Assessment
1.Experience	<ul style="list-style-type: none"> ● Current or recent teaching experience as a secondary middle/senior leader ● Leadership of a strategic area of responsibility that contributes to raising educational standards ● Devised organised and led staff training and development within the specified area/s ● Experience in staff, resource, and budget management ● Experience of leading successful improvements and managing change at a whole school level ● Demonstrable experience of successful line management and staff development 	A/I A/I A/I A/I A/I A/I		
2.Education, Training and Qualifications	<ul style="list-style-type: none"> ● Good Honours Degree ● QTS 	A A	<ul style="list-style-type: none"> ● NPQML or NPQSL or NPQH 	A
3. Relationships	<ul style="list-style-type: none"> ● The ability to establish effective working relationships with all members of the school community, parents/carers and external agencies. 	A/I		
4. Equalities and Diversity	<ul style="list-style-type: none"> ● A commitment to promoting equal opportunities and inclusion, and knowledge of the links between schooling, behaviour, emotional, social and mental health and equality of opportunity 	A/I		
5. Skills & Knowledge	<ul style="list-style-type: none"> ● Understanding of high-quality teaching, and the ability to model this for others and support others to improve ● Effective communication and interpersonal skills ● Ability to communicate a vision and inspire others 	A/I A/I A/I		



	<ul style="list-style-type: none"> ● Ability to build effective working relationships ● Ability to contribute to the collection, analysis and use of data on pupil progress and performance to raise to standards ● Demonstrates a good working knowledge of school development planning, including development of effective monitoring and evaluation strategies. ● Has a thorough knowledge of the school's roles and responsibilities in relation to Safeguarding ● Can set, maintain and actively promote high standards of student behaviour ● Thorough knowledge of the Ofsted framework 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>		
<p>6. Management, e.g. People, Finance etc.</p>	<ul style="list-style-type: none"> ● Evidence of good leadership skills and professional competence; the ability to lead and manage people to work as individuals and as a team towards a common goal ● Ability to work under pressure and prioritise effectively ● Ability to build positive and respectful relationships across the school community ● Commitment to maintaining confidentiality at all times ● Understanding of school finances 	<p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p> <p>A/I</p>		

Please note, if you are a disabled person or have an impairment it will only be necessary to meet the minimum criteria for shortlisting purposes